

YOUR PRESENCE IS YOUR IMPACT.



**"This is more than
motivational speaking.
It's leadership
transformation."**

**ANESE
CAVANAUGH**

**Experiential Keynotes,
Workshops, and Events**



ACTIVE CHOICES

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INTENTIONAL ENERGETIC PRESENCE® (IEP)

When leaders are burned out, distracted, overwhelmed, and still expected to build trust and lead strong relationships – they don't need more content or noise.

They need presence and alignment.

**Your presence is your impact
...and when it's missing, your leaders can feel it.**

When you show up steady, focused, and fully in the room (listening, making clear decisions, and addressing what matters), your presence becomes the intangible force that strengthens trust, safety, and inspiration.

Presence is what people experience from you... before you even say a word.

When leaders are stretched too thin, disconnected from purpose, or out of alignment, it shows: communication gets messy, teams disconnect, and people lose confidence in the direction (and in themselves).

Presence and alignment work together to create the kind of sustainable, human leadership needed today.

Anese's keynote experiences support leaders who need a pause to build a new relationship with how they show up — unlocking clarity, healthier collaboration, authentically positive cultures, and results that last.

Anese helps leaders learn to reboot their energy and lead with the kind of vitality that drives collaboration, innovation, and positive impact.

ANESE HAS BEEN FEATURED ON SOME OF THE MOST PROMINENT CONFERENCE AND CORPORATE EVENT STAGES





THE HUMAN ADVANTAGE IN THE AGE OF AI

How presence, leadership, and vitality give your teams the edge in an accelerating world.

The Challenge:

Organizations are racing to adopt AI and automation, yet many leaders are experiencing increased fragmentation, decision overload, and human disconnection. While technology moves faster, teams are often left depleted, reactive, or struggling to collaborate effectively under pressure.

The Solution:

In this keynote, Anese Cavanaugh reframes the conversation: the future of performance isn't just technological — it's human. Drawing on the IEP Method® (Intentional Energetic Presence®), she shows leaders how cultivating presence, vitality, and discernment creates the stability and clarity teams need to thrive alongside AI. Rather than competing with technology, leaders learn how to amplify the human capabilities that drive meaningful results.

What Attendees Will Walk Away With:

- A clear understanding of the human advantages that technology cannot replace
- Practical tools to strengthen presence and leadership capacity amid acceleration
- Strategies for sustaining energy, focus, and connection during change
- A renewed sense of agency and confidence in leading alongside AI

"Very valuable session. Anese's guidance on planning for AI 'work slop' and getting aligned as a team was exactly what we needed. We're on the same page now — and we're continuing to work with her to build our team agreements for how we use AI."

Jennifer
COO, Private Equity Firm



YOUR PRESENCE IS YOUR IMPACT

Become a leader who creates trust, clarity, and alignment — intentionally and sustainably

The Challenge:

Leaders are expected to create clarity, build trust, and keep teams aligned — often while navigating constant change, competing priorities, and tough conversations. Even strong leaders can unintentionally create confusion or friction when their presence is scattered, reactive, or inconsistent. When that happens, teams feel it quickly: trust drops, alignment weakens, and performance dips.

The Solution:

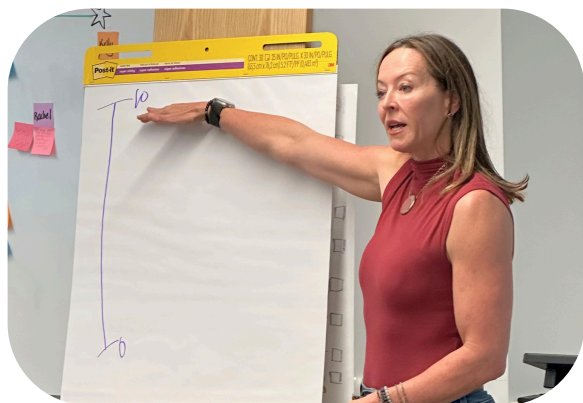
In this keynote, Anese Cavanaugh helps leaders strengthen the most underestimated driver of leadership effectiveness: presence. Participants learn how to lead with more intention and alignment — so their impact matches what they mean to create. Through practical tools and real-time practices (including a supportive framework for understanding different “types” of presence), leaders learn how to shift in the moment: from reactive to grounded, from unclear to direct, and from drained to sustainably influential.

What Attendees Will Walk Away With

- A practical understanding of how presence shapes trust, clarity, and alignment — even more than words or strategy
- Tools to regulate reactivity and stay grounded in high-stakes moments (meetings, conflict, visibility, change)
- Simple ways to create stronger alignment between intention, energy, and impact
- Communication practices that reduce friction and increase follow-through
- Sustainable leadership habits that improve results without adding strain
- A shared language teams can use to strengthen trust and alignment over time

“Anese’s sessions gave us the opportunity to offer something new and different for our community: content that addresses the personal side of leadership and complements the more technical aspects of Entrepreneurial Operating System (EOS). She added diversity to our conference lineup and connected with attendees who were ready for that deeper self-exploration. For organizations curating long-term programming, she’s the kind of speaker who can both challenge and inspire, while meeting leaders exactly where they are.”

Victoria Cabot
Head of Programming & Training, EOS Worldwide



THE CONFIDENCE EQUATION™

The practical, inside-out framework for building authentic, sustainable confidence.

The Challenge:

Confidence gets tested in real moments, whether you're delivering candid feedback, making a high-stakes decision, navigating a sales conversation, speaking up in a room full of strong personalities, or holding a boundary without feeling the need to over-explain. When confidence is low, many leaders experience self-doubt, hesitation, or overcompensation — and it quietly impacts results, relationships, and energy. Traditional advice often focuses on performance ("fake it until you make it"), which can feel inauthentic and unsustainable.

The Solution:

In this keynote, Anese introduces The Confidence Equation™ — a practical, inside-out framework for building confidence that is authentic, resilient, and sustainable. Rather than relying on bravado or certainty, leaders learn how to create steadiness through alignment, clear intention, and actionable practices that support healthy decision making. Attendees leave with tools they can apply immediately in high-stakes conversations and situations — without forcing a persona or burning themselves out.

What Attendees Will Walk Away With:

- A clear, practical framework for understanding how confidence is created (and what erodes it).
- A guided in-session self-assessment to build awareness around their own confidence, opportunities for growth, and where to focus first
- Tools to strengthen confidence in common leadership scenarios
- Greater steadiness in decision-making and leadership presence
- Practices to navigate doubt and increase confidence when speaking up, holding boundaries, and advocating for themselves.

"Anese on a stage is the embodiment of her message: intentional, energetic and completely present. She is leadership personified.

Captivated and inspired, you will leave thinking 'I can do that!'"

*Blair Enns,
Author of the Win Without Pitching
Manifesto*



THE ALIGNED LEADER

Creating sustainable leadership and organizational health amid chaos, churn, and AI.

The Challenge:

Leaders today are navigating constant change, competing priorities, and increasing pressure — often at the expense of their own alignment and organizational health. When leaders are stretched thin, teams feel it through burnout, disengagement, and inconsistent direction.

The Solution:

This keynote explores alignment as a leadership discipline — not a luxury. Anese shows how leaders can create internal coherence across intentions, energy, and actions, then translate that alignment into healthier cultures and systems. The result is leadership that is both effective and sustainable.

What Attendees Will Walk Away With:

- A clearer understanding of alignment at the individual and organizational level
- Tools for recalibrating leadership energy and focus even in difficult situations
- Strategies for reducing unnecessary friction and reactivity
- A grounded path toward sustainable leadership and workplace culture health

“Anese gave a heartfelt, fully-realized keynote to our attendees that was both endearing and inspiring. As the last speaker of a powerful event dedicated to the women of our industry, Anese was a stand-out presenter and we couldn't have been happier with all she delivered. Insightful, entertaining, and supportive, just like Anese herself.

She also conducted a detailed breakout of her IEP Method® that really resonated with our audience.”

Joe Webb
WIA Executive Board



CONTAGIOUS CULTURE

How to Develop Workplace Energy That Drives Real Results

The Problem:

You've tried team-building, engagement surveys, and culture initiatives. Your scores might have improved, but your real problems — low trust, communication breakdowns, talent retention — are still there.

The Breakthrough:

What if you've been measuring the wrong thing all along?

Forget engagement surveys. The companies winning the talent war aren't focused on engagement—they're focused on energy. They understand that you can have "engaged" employees who are quietly planning their exit, or teams that score well on assessments but can't collaborate when it matters.

In this eye-opening session, Anese exposes why traditional culture change fails and introduces a proven methodology that creates the kind of workplace people rave about. She'll show you how to build authentic positive culture that attracts top talent, reduces turnover, and drives innovation—whether your teams are in-person, remote, or hybrid.

This isn't about forced positivity or surface-level improvements. It's about creating sustainable culture change that shows up in your bottom line.

Key Takeaways:

- Why most culture initiatives fail (and what to do instead)
- How to spot and shift toxic energy patterns before they spread
- The leadership behaviors that actually create psychological safety
- Practical tools for building trust in virtual environments

"Anese's 45-minute keynote was more impactful than 20 hrs of executive coaching! I highly recommend."

Gerard Cardillo
VP Chief Procurement Officer, Charles
River Laboratories



BEYOND ENGAGEMENT: THE ENERGY ADVANTAGE

Why Smart Companies Are Ditching
Traditional Metrics for Something Better

The Wake-Up Call:

While you're tracking engagement scores, your competitors are already moving to something more powerful — and more predictive of actual performance.

The Game Changer:

Energy isn't just a buzzword. It's a measurable, manageable asset that directly impacts innovation, retention, and results.

Here's what forward-thinking leaders already know: engagement is what happened yesterday. Energy is what's happening right now — and what will determine your team's performance tomorrow. While engagement surveys tell you how people felt last quarter, energy tells you what's possible today.

In this forward-looking keynote, Anese reveals why billions spent on engagement initiatives aren't moving the needle and introduces the methodology that innovative companies use to create workplaces that actually work. Your leaders will learn how to read the energy in any room, shift negative dynamics instantly, and create the kind of workplace momentum that drives breakthrough results.

This isn't theoretical — it's practical strategies that work whether you're leading a startup team or a Fortune 500 division.

What Your Leaders Will Learn:

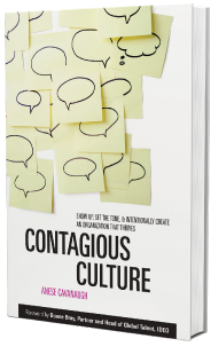
- How to diagnose and shift team energy in real-time
- The leadership behaviors that create sustainable high performance
- Why psychological safety isn't enough (and what to add)
- Practical tools for maintaining team vitality during challenging periods

"Anese spoke to our community of CEOs in 2022. She was wise and wonderful! Her talk resonated deeply with an audience whose precise challenges, when it comes to balancing personal and professional success, she understood perfectly. Her talk and her IEP Method® offered both deep understanding of and specific, actionable ideas for the audience."

*Chauncy Gardner
Tugboat Institute*



Thought Leadership & Resources for Future-Focused Leaders and Organizations
Learn more at activechoices.com/writing



CONTAGIOUS CULTURE

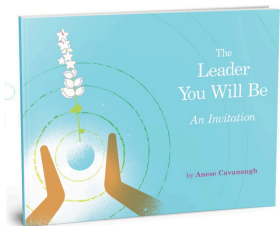
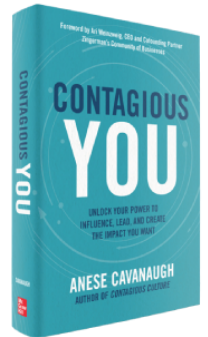
Show Up, Set the Tone, and Intentionally Create an Organization That Thrives

We are now in a new age of leadership. With increased competition, connectivity, and opportunities, this dynamic era requires a workplace culture that is collaborative, productive, energized, and inspiring for every member of the workforce. In “Contagious Culture,” you’ll learn the IEP Method®, developed by Anese Cavanaugh, to empower leaders at all levels to cultivate their presence and influence. A healthy and authentically positive workplace culture starts with you: showing up, setting the tone, and igniting action.

CONTAGIOUS YOU

Unlock Your Power to Influence, Lead, and Create the Impact You Want

In “Contagious You,” Anese Cavanaugh shifts her focus from organizational culture to individual impact, revealing how each person's energy and intention can profoundly influence others. By practicing the IEP Method®, leaders can create contagious impact and foster a positive work environment, regardless of their role within the organization. Through practical guidance and exercises, readers will develop their energetic awareness, enhance leadership accountability, and cultivate their Intentional Energetic Presence® for sustainable personal and cultural transformation.



THE LEADER YOU WILL BE: AN INVITATION

This short book serves as an illustrated tribute to the journey of becoming a leader; capturing behaviors, intentions, actions, and leadership “ways of being” that have been witnessed, experienced, and taught by Anese in her work with business leaders, organizations, and individuals around the world. As a leadership advisor and lover of the human spirit, Anese has performed “The Leader You Will Be” as a poem on numerous stages. It’s now available as a companion book, ideal for pairing with special keynotes and integrating into ACI’s strategic coaching and training programs.

“In ‘Contagious Culture,’ Anese Cavanaugh has identified the elusive secret ingredient of great leadership that hundreds, if not thousands, of other books on the topic have missed. She calls it Intentional Energetic Presence® (IEP), and it will change the way you run your business.”

Bo Burlingham
Editor-at-large, Inc. Magazine

COMING SOON

Inquire about Anese’s new books coming soon, including releases of the post-pandemic editions of “Contagious Culture” and “Contagious You” with updated data and retrospective insights.

Session Formats

Our keynotes are designed with intention to support workplace culture and leadership development. We can customize the session to fit your unique needs, and any topic may be delivered as an experiential keynote (45-90 minutes), an experiential interactive talk (60-120 minutes), or a 3-hour immersion training or executive session.

A KEYNOTE TAILORED TO YOUR NEEDS

Session Format Options

Experiential Keynote

45-90 minutes

Best for opening or closing your conference*

Experiential Interactive Talk

60-120 minutes

Best for a smaller room to allow for discussion and intimate Q&A*

Immersion Training / Executive Session

3 Hours

Supports groups of leaders who are ready for rapid and sustainable change

**A strategic post-session breakout pairs well with these formats. See next page for example breakouts.*

Integration + Impact Accelerators

Anese's keynotes are customized to the unique needs of your audience and can be blended for optimal impact. Each keynote pairs with our published books, actionable frameworks, and easy-to-implement tools so that participants can walk away with immediate resources to support their learning and keep the momentum alive long after the session is complete.

Contact us to explore your unique needs.

Our discovery process includes an intake form and connection call to discuss your event, your intended outcomes, and which session(s) and tools are the ideal choice to create the most powerful experience for your audience, event, and return on investment.

<https://activechoices.com/contact-speaking>

"We've experienced Anese's keynote at our Executive Summit as well as working privately with our executive team, and I highly recommend her. Anese brings to any stage a blend of effervescence combined with tangible impact and immediately actionable principles and frameworks. She authentically creates safeness and intimacy in the room — no matter how large or small the audience.

Anese is the person to bring in if you want to create an immediate shift in the field of your experience and create a greater level of impact that will carry forward way beyond the event. Her presence on stage and with our audience members throughout our event brought an extra level of energy, intentionality, and care, and inspired a greater level of presence in the room for the entire day. And even from her short time with our executive team, we are already seeing the ripple effects in our workforce. Her devotion to her work, her commitment to the audience, and ensuring that the event is not just a 'motivational talk' or a 'quick fix' is impressive and deeply appreciated."

*Miles Everson
CEO, MBO Partners*

ADD-ONS AND STRATEGIC BREAKOUTS

Based on your group's goals and desired outcomes, we can also incorporate strategic and topical add-ons and breakout sessions to dig deeper into tangible impact for your audience. View the sample topics below, and feel free to request our recommendations for best practices for the greatest audience impact and return on investment.

Sheep Happens: A Leadersheep Journey

Does life happen to you or for you? Do people follow you because they want to or because they have to? When leadership and life get tough, do you react with frustration, or do you respond thoughtfully and take the opportunity to regroup and reset? We believe that every challenge presents a choice to elevate your leadership and impact, and the decisions you make shape both your results and the leader you're becoming. In this memorable session, Anese shares a captivating, personal story about how an unexpected sheep invasion became a powerful lesson for her, her family, and her organization. Attendees will leave with an inspiring metaphor for leadership growth, along with five key takeaways on what to know, do, and embody when "Sheep Happens."

The Leader You Will Be

"Showing Up" is the foundation of effective leadership — and a fulfilling life. But what does it truly mean to Show Up, and how can you cultivate this as a key competency for yourself and your team? When life is busy and complex, how do you become the leader you're meant to be? This special talk, which can be delivered as a 10-minute performance or a full keynote, explores the journey of "becoming" a leader within your organization. Drawing on Anese's leadership storybook, first brought to the stage in 2018, the talk weaves her core message, customized to resonate with your organization or industry. It can also feature elements such as the "7 Essential Promises to Self" or themes from her "Becoming" talk. To make your event truly memorable, the session can conclude with a custom poem written specifically for the occasion.

"I heard Anese Cavanaugh deliver The Leader You Will Be poem at an event and it immediately stuck with me. It's fast-moving and fun, but its message is quite powerful: these are the qualities, characteristics and behaviors that any leader should espouse. What she's written rings so true: showing up and being really present is almost the entire battle." —J. Cason

LeaderCare: Take Care of Yourself, Create More Impact in the World

In this talk, Anese shares the power of using intention, service, and self-care as magic, how to use the IEP Method® and your Intentional Energetic Presence® (IEP) to create impact, and provides frameworks for up-leveling leadership presence and (positive) contagiousness. Participants will learn the "4Ps of Self-Partnership" (the antidote to burnout), integrate new insights around how they show up and take care of themselves, and build their own direct connection between self-care and the impact and success they can create in their lives.

The 5 Steps to Intentional Impact

In any industry or workplace interaction, leaders have the power to create positive influence and intentional impact for themselves and others. In this session, Anese guides participants to build awareness and develop their leadership skills to set intentions, take aligned action, and create authentically positive impact — even when things don't go as planned. This experiential session is ideal for all types of leaders, whether you're responsible for sales, fulfillment, relationships, development, or performance and growth. Learn to create space for psychological safety and build your leadership confidence no matter what the situation with the 5 Steps to Intentional Impact.

How to Create a Culture of Innovation & Creativity

In this session, Anese teaches how the level of innovation and creativity in a company is directly correlated to the health of its organizational culture. By focusing on Intentional Energetic Presence® (IEP) from an individual and holistic workforce perspective, you can empower and ground your people in leadership skills and mindsets that create a culture of innovation and allow for greater risk taking, quality feedback giving and receiving, and collaborating without silos. Participants will learn, practice, reflect, and connect on best practices to increase innovation and creativity at the individual AND company level using the IEP Method®.

ANESE DELIVERS MORE THAN A TALK. SHE CREATES A SHIFT.

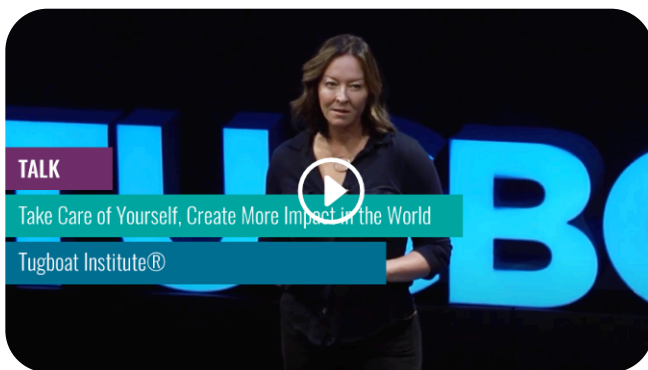
Anese's sessions are customized for your event, your goals, the energetic transformation you want to inspire, and the specific challenges and opportunities that your organization/audience is facing today.

Watch Anese in Action

Click on the video images to view previously keynotes and stages featuring Anese Cavanaugh.



Use the QR code above to visit our website to watch additional videos and learn more.



Ready to Get Started?

Use the links below to get in touch!

If you have event details ready to share, add your information to the virtual / in-person event intake form for faster support.

✓ **Inquire About Availability**



✓ **Virtual Event Intake Form**



✓ **In-Person Event Intake Form**



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